

Randy Goodson, SHRM-CP

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EDUCATION

Texas A&M University

Bachelor of Science, Human Resource Development
Minor in Business

Dec 2019

EXPERIENCE

Resources Global Professionals, LLC (RGP) – Remote

Jan 2022 – Present

Senior Human Resources Systems Analyst | Human Resources Systems Analyst

- Serve as Workday HCM Test Lead for large-scale digital infrastructure upgrades, designing end-to-end testing strategies and leading teams through Systems Integration (SIT) and User Acceptance Testing (UAT) phases, ensuring seamless delivery across multiple modules.
- Partner with HRIS and functional leads on the setup and governance of foundational Workday structures (tenants, supervisory orgs, position management, departments, and locations) to maintain alignment with organizational hierarchy.
- Created and implemented an internal HR/Operations web tool that streamlined new employee office location identification, reducing onboarding delays by 50%+.
- Ensure data accuracy and system integrity by conducting recurring audits, maintaining compliance with corporate policies, and producing/processing Enterprise Interface Builders (EIBs) to support both daily operations and large-scale projects.
- Developed and deployed Python-based automation programs that generated EIBs for testing purposes, cutting manual production time by 70% and minimizing errors.
- Act as the primary point of contact for Workday report requests, delivering 100+ custom reports and calculated fields, while coaching stakeholders to adapt existing reports—reducing redundant report creation by 30%.
- Manage multiple small to mid-sized projects annually, creating project plans, running stakeholder meetings, and ensuring on-time delivery with measurable outcomes.
- Conduct regression testing and system validations for Workday biannual releases (R1/R2), collaborating with functional SMEs to ensure high-quality deployments across all HR domains.
- Troubleshoot and resolve complex production issues logged in Freshservice; maintain SLAs and track metrics to support continuous improvement.
- Drive organizational change through deployment of Workday enhancements and other HR systems (Freshservice, Microsoft SharePoint), with a focus on adoption, optimization, and automation.
- Provide training and develop documentation (desktop guides, workflows, SOX documentation) to increase HR/manager self-sufficiency and reduce reliance on Tier 2/3 support.
- Collaborate with cross-functional partners (IT, Finance, Talent Acquisition, and external vendors) on integrations with Avature, Active Directory, HR Acuity, Exactly, and others, ensuring seamless data flow and process automation.

Texas A&M Transportation Institute – Bryan, TX

May 2018 – Jan 2022

Human Resources Specialist II | Human Resources Generalist II

- Processed biweekly/monthly payroll in Workday HCM for 600+ employees, reconciling project administration and funding sources while ensuring compliance with state and federal regulations.
- Created Python automation tools that reduced payroll processing time by multiple hours each cycle, replacing manual data retrieval with efficient scripts.
- Automated onboarding and offboarding workflows for student and temporary hires (background checks, export control, employment verification), reducing errors and improving HR's ability to focus on employee experience.
- Constructed an internal HR knowledge-sharing wiki, ensuring process continuity during staff transitions and reducing onboarding time for new team members.
- Acted as HR/IT liaison for the implementation of Workday data feeds and employee information systems, troubleshooting integrations and coordinating with system partners.
- Partnered with the Texas A&M Engineering Experiment Station to resolve complex payroll discrepancies, improving turnaround and reducing escalations.
- Implemented Python scripts for TRS/benefits compliance tracking, eliminating potential fines by ensuring full eligibility accuracy across all employees.
- Leveraged Workday Prism Analytics for HR reporting, enhancing leadership decision-making through data visualization and metrics dashboards.

TECHNICAL SKILLS

- **HR Systems:** Workday HCM (Time Tracking, Absence, Payroll, Compensation, Talent, Onboarding, Learning, Benefits, Prism Analytics), Avature, HR Acuity, Freshservice, Microsoft SharePoint
- **Programming & Tools:** Python (Pandas, NumPy, Matplotlib), Git, Linux CLI, Excel (Advanced formulas, VBA), EIBs, Workday Report Writer, Calculated Fields
- **Project Management:** Agile/Scrum methodology, sprint planning, regression testing coordination, SOX documentation, training and change management

VOLUNTEERING

Brazos Valley SHRM – Local SHRM Chapter – College Station, TX

Dec 2020 – Present

President Elect

- Support chapter president in overseeing operations, including programming, membership, and community engagement.
- Assume full leadership responsibilities in the president's absence, ensuring continuity of chapter activities.

Board Member

- Serve in various leadership roles, including programming, communications, and membership, contributing to the growth and development of the chapter.
- Collaborated with peers to deliver HR professional development programs, supporting the local HR community.